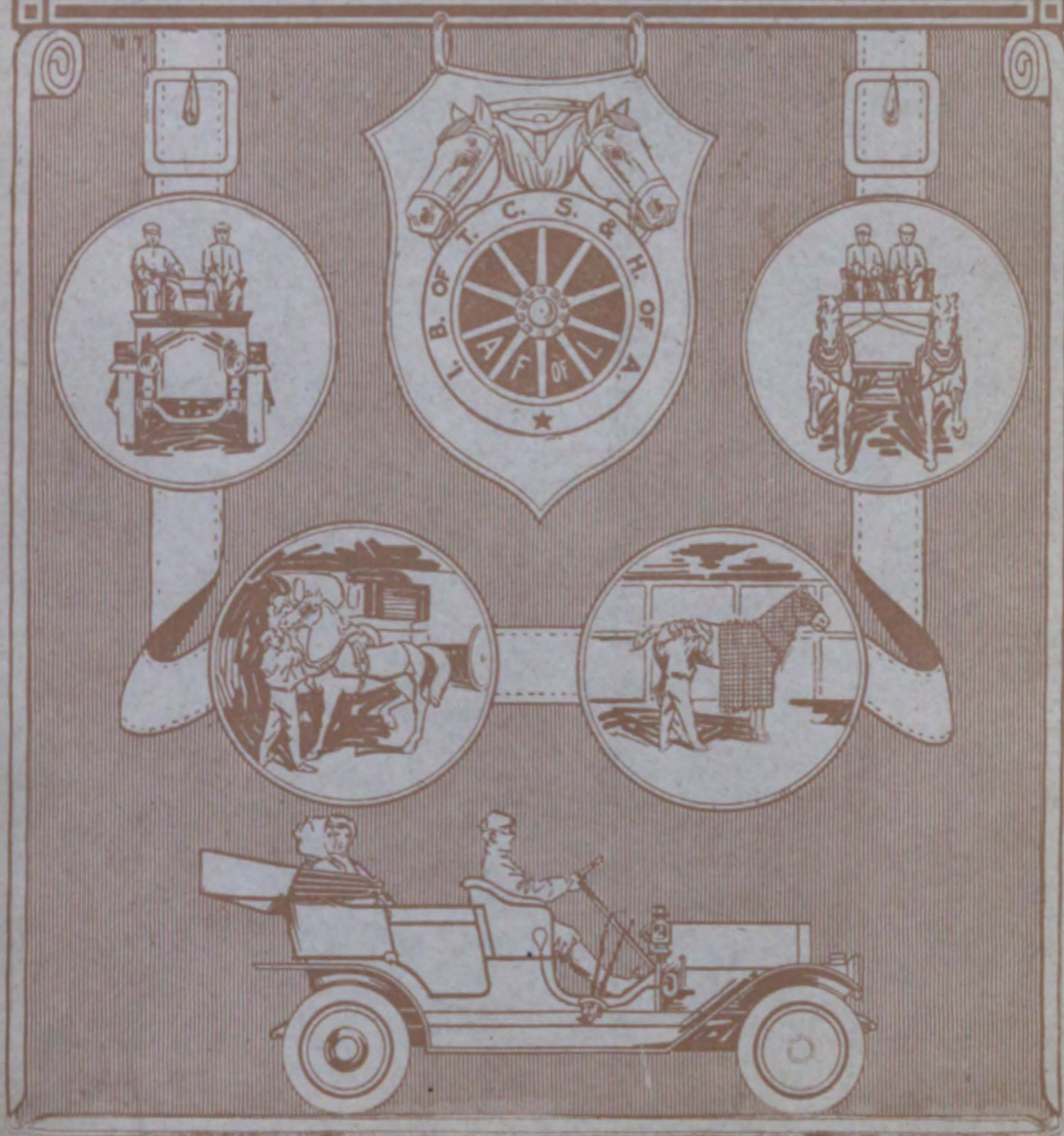


JULY, 1915

OFFICIAL MAGAZINE
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



We believe in free speech, but any man who endeavors to destroy the character of a fellow man or the officers of his union by making statements that are absolutely untrue, should have charges preferred against him in his union, and if found guilty, should be fined and properly disciplined. We stand for honesty and truthfulness, not for lying or spitefulness.

The weather is usually pretty warm at this time of the year. Remember that you should take a little better care of yourself and conserve your strength or you will not last as long as you might, with proper care. Plenty of sleep for the working man is the greatest medicine he can take. Remember also that the horse you drive feels the heat as much as you do, and any kindness shown will be duly appreciated by your poor, dumb friend, that can not tell his troubles to any union.

These are fine days, and we now have at our meetings only the faithful few. The fellow who did all of the talking about his overtime or his increase in wages a short time ago is no longer to be seen at the meetings. His answer as to why he does not attend is, who wants to go to a meeting on a hot day like this, or I was too tired last night and could not get down, and six months ago, he told you that it was too cold. A man of this kind is usually good for nothing to the union and good for nothing at home. He is a selfish individual who wants others to do his work while he goes off on Sundays or evenings and enjoys himself. Unfortunately we had to get him an increase in salary as well as for the good ones.

— OFFICIAL MAGAZINE — INTERNATIONAL BROTHERHOOD OF TEAMSTERS-CHAUFFEURS - STABLEMEN AND HELPERS -



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ICEMEN'S NEW WAGE SCALE IS ISSUED



MINNEAPOLIS
Ice Wagon Drivers' and Helpers' Union No. 221 has issued its new wage scale, same having been signed by one of

the large companies and virtually approved by the others.

The scale carries several new concessions to the union, and seems to be a very satisfactory agreement to both sides.

In this new agreement the ice companies will give union men preference on coal wagons. This means considerable to the union men, as the ice companies are generally going into the coal business as a winter side line.

Union men now working on Decoration day, Fourth of July, Thanksgiving and Christmas will receive time and one-half. If not required to work on those days, they will receive the regular weekly wage.

Whenever a union man is discharged without any known reason, either to himself or the union, the matter will be taken up by a committee composed of two officials of the union, two officials of the company, and the official who discharged the man.

Time and one-half will be paid for Sunday work, summer or winter, except barn work.

Every man belonging to the union will be allowed Thursday off, following Labor day, except those who work downtown districts, who will be allowed a day off which is

satisfactory to the superintendent in charge.

Drivers, helpers and housemen harvesting ice will receive \$67.50 per month from November 1 to May 1.

The above are all new concessions to the union by the companies.

"SPEEDING UP" LIKELY TO PRODUCE INSANITY



PEEDING-UP systems are sufficient to upset the mind of an ordinary individual and produce insanity.

This is what the solicitor of the United States department of labor thinks of the stop-watch method of production.

The department has sustained this view, which is included in an opinion by its legal advisor that a worker injured because of a strain from working under a "speeding-up" system is entitled to relief under the federal workmen's compensation act.

The decision was made in the case of D. C. Manning, sailmaker at the Mare Island navy yard, California, who worked for twenty years without losing a day from illness. A time card system was introduced, and in his plea for compensation, Manning brought out these points:

"Under the time-card system you had to give an account of every minute you were on a job, and we were given to understand that the men who did the most work would hold their jobs the longest. Later the Halsey system was introduced. Under this plan a time man, equipped with tablet, lead pencil and stop watch, sat in front of the worker to find out how long it takes to do a certain piece of work. The report to headquar-

ters was your future standard for that class of work.

"The Halsey system is designed to get out of the man employed under it the greatest possible amount of work he can do in a given time, with the fear ever hanging over his head that a failure to keep up to the standard will cause him to lose his job."

Manning was engaged in making coaling bags, which are forty-two inches long and eight feet in circumference. It is the hardest work in sailmaking.

Between the physical strength necessary in this work and the mental strain caused by every move being "tabbed," Manning collapsed, and asked for relief under the compensation act because of "a strain from rushing work under the Halsey system." Physicians reported that he would be disabled for life and that he was "suffering from incurable heart condition."

The attending physician reported that Manning was "an unusually vigorous man, as well as an energetic worker."

In indorsing the statement of claimant that he was entitled to compensation, the solicitor of the department of labor declared that the treatment accorded Manning was enough to produce insanity. The official said:

"Here was a strong, hearty, hard-working employe who, for

about twenty years, had been regularly employed by the government, and whose rating was first class. After putting in all those years of service and retaining his health, strength and vigor, a new system was installed in the government establishment by which the employe was kept under the highest nerve-racking tension by reason of the fact that a man sat watching his every movement during every minute of an eight-hour day. In addition to this it will be observed from claimant's letter, above quoted, that the work he was performing was one of the heaviest and hardest kind to be performed in his occupation. Under such circumstances it is not a matter of surprise that his health should be

injured and shattered, for it certainly seems that such treatment of a man engaged in heavy manual labor, necessitating also the use of the intellect, would be sufficient to upset the mind of an ordinary individual and produce insanity."

The ruling of the department of labor is in line with the views of the last Congress, which passed the Deitrick bill, outlawing all forms of "speeding up" in government arsenals and navy yards. The passage of this bill was the result of a long campaign by organized labor. Opponents of the bill insisted that these "speeding-up" systems really benefited the employe, who was thereby paid "according to his worth."—Weekly News Letter.

"FORBIDDEN" TO SERVE AS OFFICERS IN THE LABOR COUNCIL



OVERNMENT ownership and civil service have again been used as an excuse in order to deprive workmen of their fundamental

political rights.

In a communication just issued by the district secretary of the federal civil service commission, workmen at the Mare Island navy yard are with one grand stroke of the pen "forbidden" to serve as officers in the labor council. The free (?) American workers employed in Uncle Sam's California navy yard are still graciously "permitted" to serve as delegates to the labor council, but, says the order, "Such service is inadvisable" because it is likely to involve them in political activity.

Americans are in the habit of poking fun at certain foreign countries where man's every activity is directed by governmental

rules and regulations. It is to be hoped that these same Americans will see the fine, sardonic humor conveyed in our own civil service tyrants' order. Practically all the delegates to the Vallejo Trades and Labor Council are employed in one capacity or another at the navy yard. The czar-like individuals who issue civil service orders have now forbidden these men to serve as officers in that council. Just how a labor council can be conducted without a president, secretary, doorkeeper, etc., remains to be solved by future experiments, for the past is a blank upon such a perplexing problem. Perhaps the omnipotent civil service commission will step in and work out a system whereby labor unions and labor councils can conduct their business without officers. The commission's power seems to be unlimited when it comes to keeping workmen in their "proper" station of life; so we take it that our organized brethren of Vallejo will

have patience and due resignation—everything comes to those who wait.

To be quite serious, however, it would seem as if the limit in bureaucratic arrogance has very nearly been reached in this "order."

If serving the government means unqualified subjection to petty tyrants and complete obrogation of the individual's political rights, then let us pray for delivery from government ownership. But we know that government ownership does not mean anything of the kind—and we know that freemen will never tamely submit to the autocracy of a few little inflated human beings who imagine their position as federal civil service commissioners gives them supreme power over their fellow citizens who toil in the sweat of their brows.—California State Federation of Labor.

LABOR IS CENTURIES BEHIND TIMES

Dr. William M. Leiserson, labor expert of the United States Industrial Relations Commission, who was selected by Chairman Frank P. Walsh to investigate unemployment, has been giving some mighty interesting interviews through several syndicate papers. In a word, he says that under our present commercial system, organization through labor unions is the only hope for the workers. The heartless, man-devouring methods pursued by captains of industry can only be checked by labor uniting and acting as a merchant, as well as worker, says he.

Declaring that labor is centuries behind the times and continues to peddle its wares from door to door while big business has its highly organized sales force for selling its product, the doctor ridicules labor's mediaeval methods in dealing with the employer, and says:

"Workmen bring their labor to his door. He picks out what workmen he wants and tells the other merchants of labor to get their goods off the premises before he has them arrested for trespass! As a merchant of his labor, the workman is a fool.

"The agents of labor unions are the trained sales forces of organized labor. But we cannot solve the problem we face today by sitting back and saying, 'Unionism is the remedy.'

"Unionism undoubtedly would give the worker the protection he needs. But we must face the fact that the majority of labor is not organized, that in this country less than one-fourth of it is, and that, partly because employers have shown themselves strong enough to prevent the organization of labor in many lines and partly because large numbers of the workers are too ignorant to realize the benefit organization would be to them, there seems no immediate prospect of a percentage of labor great enough to be decisive becoming organized.

"Since unionism cannot at present do for labor what labor so badly needs done for it, the masses of the workers are now turning to the Government for help. That's what brought about the appointment of the Industrial Relations Commission."—Organized Labor.

EQUAL PAY FOR EQUAL WORK

Union labor is beset with many grievous ills at all times. One particular form is that of the employment of female help at greatly reduced rates of wages as compared with those received by men for performing similar duties. Any job is worth so much in energy and skill to accomplish, whether done by male or female. Those who perform the necessary work to achieve a useful duty should be remunerated for it at a fair rate of wage, and

the wage should be the same whether done by a man, woman or child. Equal pay for equal work should become a constant, vigorous slogan among all employes in all crafts. The strength and brains of women and girls are exploited the world over and especially so in the United States, on account of the under pay as compared with that received by men for performing the same sort of tasks. Not only is the prevalence of such custom on the part of employers a grave injustice to the women, because of the difference in pay received, but it is the cause of a reduced wage for men as well. All working men and women should become actively, and, if necessary, drastically interested in fighting for equal pay for duties performed by either sex. The standard of living in every workingman's home is lowered by sexual inequality of pay and both sexes should band together and swat the curse from all parts of the earth where it exists.—Switchmen's Journal.

A trade union that is swayed by every sentimental wind that blows will not accomplish much for its membership, if, indeed, it exists very long at all. John Ruskin once wrote: "No nation can last which has made a mob of itself, however generous at heart. It must discipline its passions and direct them or they will discipline it, one day, with scorpion stings"—and this is just as true now as then, and just as true of trade unions as of nations.—Exchange.

That Philadelphia judge who asks prospective citizens if they would consider the rules of their union before they would the laws of their country is just another novice who hurts instead of helping the corporations who put him on the bench.

He wouldn't ask a rich man if he would consider the interests of his corporation before he would the interests of the people.

Yet he knows corporation magnates do just this thing.

No workman considers his union before his country!

For one reason he is never asked to do it—loyalty to this nation and its flag is the first pledge inserted in the great bulk of the constitutions of the international unions of working people.

In the United States labor is law-abiding, while capital is lawless!

The trade union movement has become the greatest factor in the lives of the masses of the American people because of its practical idealism. Those who have made the organization what it is have recognized that they were confronted with conditions rather than theories. They have recognized that in counseling those in need of more and better food, clothing and the necessities of life they were dealing with the raw stuff of life, with human beings who live in the present and whose destinies depend upon present aid. Any organization that has in its keeping the welfare of human beings has assumed a tremendous responsibility. The welfare of the hosts of toilers is entrusted to the American trade union movement.

The trade union movement of America has been the means of freeing the minds and the souls of men—that is its greatest service to humanity. The spirit of the trade union movement has made straight the bent back; it has made of the one formerly a mere suppliant for favors a free individual, unafraid, calmly and insistently demanding justice; it has freed the wills of men.—American Federationist.

EDITORIAL

(By Daniel J. Tobin.)

SOMETIMES the General President gets in bad; loses the kind sympathy of some of the hair-brained brothers of our organization because he refuses to allow our organization to be made the laughing stock of the district in which some of our local unions are located. It becomes our duty here at headquarters sometimes to refuse the sanction of a wage scale or the sanction of a strike, and we only do this in extreme cases, when we know there is no possible chance of getting the wage scale signed or of winning the strike should we sanction either one. As we have said repeatedly in the columns of our Journal, it is absolutely foolish to present a wage scale to employers when you have in your local union the employes of only one or two small employers in the district. It is absolutely foolish to go on strike if you only have about fifty members in your union and there are five hundred drivers working at your craft unorganized. It is also absolutely useless for you to send to the General President asking for the sanction of a wage scale or a strike under those conditions. We would much more prefer to have the union go out of business than to become involved in a strike where there is no hope of winning it; where we would be compelled, perhaps, to spend thousands of dollars in a useless effort to win the strike, and where it would only be sacrificing the positions of the men. So we are satisfied to go on getting in bad in districts of this kind and to be held in ill-repute by hair-brained, inexperienced officers, who will stop at nothing to destroy the good name of the general officers because we refuse to comply with their request when conditions as stated above exist in their district.

Our International Union is a business institution and it must be run on business lines or it can not continue to exist. We are not going to destroy its reputation or throw away the money sent in by the thoroughly organized districts, in a district where there are only a few men organized who are not willing to do anything for themselves. We say to you now, as we have often said before, the General Executive Board would much more prefer to sanction a strike than to refuse to sanction it, but where we know that it would mean disaster, financially and every other way, for both the local union and the International Union, we surely must be men enough, with courage enough, to refuse our sanction, or we would not be worthy to hold the positions we are holding or of steering our International along the road to success. If we adopted every recommendation sent in here by local unions and agreed with everything that is said, of course we would be following the line of least resistance, but we would have no organization in a short time. As conditions are today, even though we are sometimes criticized by men who know nothing about what we have to endure and the struggles that are continually passing through our minds in an endeavor to steer away from destruction which is aimed at us from every side, we still intend to pursue the policy we have pursued in this office for the last eight years, believing that only such policy can save us in

the future. The best proof that the men at the head of our organization are sincere is the fact that we are today in a sound financial condition; that our membership throughout the country has benefitted, where they have helped themselves; that we have even this year obtained a betterment of conditions in general for many of our unions under adverse circumstances; that we have no strife or turmoil in our organization, and that only in a few isolated districts, where there are only a few organized, and where there are a few thin-skinned individuals who do nothing but find fault, only in a district of this kind is there any discontent, so, in summing up the whole thing, we will still continue to be "in bad" with some of our members in order that we may save our general union. Yes, as some of our poor deluded brothers sometimes say, we favor the bosses. That is true; we do so when the boss is right. Fortunately it is seldom that the men are wrong, but we have had a few occasions where the men were wrong, and we say now to our members that whenever the union is wrong and the employer is right, we will as willingly and gladly stand with the employer against the union as we will fight for the union when it is right and the boss is wrong. If the labor movement stands for anything it stands for a square deal, honesty of purpose, truthfulness, manliness and honor. Unless it maintains these principles and endeavors to put them into practice, it can not long survive. Deceit, dishonesty, faleshood, or any other kind of false dealing must be purged out of the union wherever it exists, or the union will become an institution which will only be a disgrace to civilization, instead of what it is today—a blessing, accomplishing things which are nothing short of miracles. It is impossible these days to have every one your friend; in fact, the man without enemies loses interest in life in a short time and without doubt would die of dry rot. If you do the right thing there are those who are bound to find fault—sometimes they are honest, but more often they are malicious and willing to destroy the good name of the officers, but usually the rank and file, or the honest members of a local union, see the honesty of the officer, and believe in him when he is right and will support him to the finish, no matter what is said by the few disgruntled members or individuals. There has, of course, been cases in the past where honest men have been trampled under foot and it has taken years for the individuals to find out they did wrong and committed a crime, but today, under present conditions, with the working people educated in their own business as well as in other business, it is pretty nearly impossible to fool or deceive the majority, and in nearly every instance the great throbbing masses of the rank and file will go to extremes to support and strengthen the officers who are continually struggling to better the conditions of the masses. It is all very well for the fellow who does not know, to laugh in the corner, and say the officers of the union have a pretty fat snap. You all know that this is a common remark, but they are not to be blamed, because they do not know. When there is an honest set of officers in a union, either locally or in the International, they undergo suffering that can never be explained in print. The anxiety of mind of an officer while a wage scale is pending, and while a strike is in existence, is such that all the money in the labor movement would never repay them for the agony of mind that they undergo. The plotting and planning that has to be done by the executive officers will never be fully appreciated by the rank and file. No

one knows what an officer has to go through, especially during a strike or when the employers stand out and obstinately refuse to listen to reason. In his mind's eye, he can see his union in a life and death struggle; he can see his men arrested, charged with crime, and sentenced; he can see their families suffering in want and privation; he can see the union that he has helped make engaged in that struggle, which means, perhaps, that no matter how hard he has worked, if it fails it will be charged to him. If they win he is a king, but if they lose, as they sometimes do, he is crucified. But he does not mind that half so much as knowing that even though he has given his whole soul to the union, even though he has struggled day and night, and was willing to sacrifice himself, he has been misunderstood, and his character maliciously annihilated by those whom he was trying to serve. All these things come in time to nearly every one who holds an important position in the labor movement, but they still stay on because there are some men in the world who still believe that they are bound, morally bound, to serve and love their fellowmen.

THE credentials for the next convention will be sent out some time around the twentieth of this month—July. Local unions will proceed to elect delegates immediately after receiving credentials, either at their last meeting in July or their first meeting in August. Let it be distinctly understood that no local union will receive a credential that is in arrears to the International Union for either current tax or back tax. So that there may be no misunderstanding we notify you now, in time to pay up your current tax, or your back tax, and it will be absolutely useless for any local union to send a representative to San Francisco and endeavor to have said representative seated, *unless the local union is in good standing in the International Union*, except in a case where the local union is on strike and can not possibly pay up its indebtedness. This statement is made now, so that you may be informed as to the mode of procedure in this office, and if you do not receive any credentials you will know that it is because you are not paid up on the books of the International organization.

PERHAPS outside of the President's very close diplomatic family, there are very few that know the strain on the mind of the President of the United States as a result of the European conflict, and it becomes more acute day after day. The sinking of the Lusitania has added considerable to the seriousness of the situation. There are friends of the victims on the inside who are doing everything and pulling all kinds of wires toward getting this country to declare war, or endeavoring to influence the President toward war. There are also other influences; for instance, the manufacturers of all army and navy munitions, who would expect to reap millions of dollars, are very anxious to see this country become involved in the war. The steel trust, the powder trust, the manufacturers of rifles and large guns, the manufacturers of uniforms for the army and navy—all these separate institutions, we are satisfied are pulling their wires, and they have a way of doing things that usually brings about results. Besides, it is natural to suppose that the friends or families of every one of the American citizens who were victims of the Lusitania are seeking revenge on Germany because of the death of their loved ones, and this is

only human; and they have powerful friends, these victims of this unfortunate affair. It is also safe to say that English interests in this country are very large. We are an English-speaking race. English capitalists have very heavy interests in this country, and it is only natural to suppose that these interests should endeavor to obtain the assistance of our most powerful and influential nation in this war. It would mean a great deal for the allies to have a declaration of war by the United States against Germany. Should war be declared, the labor movement would be the one to suffer most. The toiling masses would be the contributors of the blood, bone and sinew needed should war take place. The combined interests mentioned above are straining every nerve, putting forth every effort that money and brains can put into execution, endeavoring to influence the heads of our government to declare war. The rank and file of the people are opposed to war. The President is placed in a very delicate and serious position. In my judgment, it behooves labor, at this time, to express itself at every meeting held, or at every assembly, against any attempt on the part of our government to involve this country in this conflict, except, of course, in the defense of our own nation; that is, should our shores be attacked by any foreign agency, or if the rights of our government or its citizens are in danger. Thousands of people laugh at the thought that the situation is serious, and pass it up. That same disregard for the seriousness of the situation prevailed in the minds of the working classes in Europe prior to the war, and they are now paying the price for their lack of interest by contributing rivers of blood. What would be the effect of a declaration of war by this country? Have you ever given the matter serious thought? The war dogs of the nation would glory in the declaration. Military and naval officers are hungry for an opportunity to display their talent and their power. The common feeling in army and naval circles is that unless there is a scrap once in a while the men will die of dry-rot or rust away. There is no chance for promotion unless there is a conflict, so some are anxious for the conflict, as it would be of some consequence to them. The President is surrounded by army and navy officers and experts, and continual contact with any class will, in time, have its power over the individual. Let us see, however, what the result would be were we to go to extremes in this direction. Germany could not very well attack our country at the present time, as the German fleet is bottled up to a certain extent, and we could not very well invade Germany. But this is what we would be called upon to do by the allies. We would be required to furnish, and undoubtedly we would furnish, perhaps one or two hundred thousand men for active service in the war zone. This would mean that perhaps 50 or 75 per cent of our able-bodied, strong young men would offer up their lives in this unholy conflict. If the war continued, we would be asked to replace the fallen with new recruits, and in addition to the lives that would be lost, it would mean the expenditure of millions of dollars, increasing our indebtedness by billions of dollars, which it would take years and years to pay, and which eventually would have to be taken from the earnings of the workers, through taxation or higher prices. Therefore you will see the necessity for your taking an interest in this matter before it is too late. Pass resolutions in your meetings, imploring the President to hold to the position he has taken and continue peace if possible; that is, honorable peace, using every means in his power to preserve that peace; straining every point that can be strained to con-

tinue that peace, so that you, or your family, or the toiling masses, will not be asked or compelled to offer up one, or two, or three of your members as a sacrifice to the God of War. We also think that the President of the American Federation of Labor should call a conference immediately, requesting all International Unions to be represented at that conference and voice their sentiments sustaining the President in the position he has taken, and to endeavor to offset the influence that is being brought to bear upon him from other directions. Every telegram or resolution sent to the executive chamber in Washington, along the lines suggested above, in the interest of peace, will mean additional encouragement for the Executive of the nation at this critical time when he needs your sustaining influence.

SECRETARY-TREASURERS who are not bonded are violating the laws of our International Union and should be removed from office immediately. The General President has the power to remove from office any secretary-treasurer who does not become bonded within thirty days after his election to office. The members of our organization who read this article should attend their next meeting and ask their secretary-treasurer if he is properly bonded, and should they have any doubt have the recording secretary write the General Office and find out for themselves, because if the secretary-treasurer is bonded there should be a copy of the bond on file in the General Office and there should be a record of it here. The president of a local union is the head of the organization to a certain extent, especially in a matter of this kind, and it is his duty to see to it that the secretary-treasurer is bonded. An honest man, holding the position of secretary-treasurer will always be glad and willing to comply with our laws in this matter and will indeed be anxious to be bonded, because he is not in the business for the purpose of trimming the local union. A crook and a thief usually wishes to evade the responsibility of being bonded, because if he goes wrong, as he intends to do, he knows that the bonding company will hunt him up and make him pay the penalty. Just now we have a case of this kind in St. Louis in Local No. 600, where Fred Humphrey, several years ago, robbed the local union of some money. He was secretary-treasurer and was bonded for \$1,000, so the bonding company had to pay the local union the full amount of the shortage. He left the city at that time, and just returned a few weeks ago, and was immediately arrested, and is now in jail awaiting trial without bond. His case comes up this month. The meanest and most contemptible individual imaginable is the secretary-treasurer of a labor union who robs the local union when he has been trusted by his fellowmen with their monthly contributions and betrays the confidence reposed in him by his co-workers and robs the local of the funds created by his friends who are the members of the union. Usually this happens because men trusted with the funds of the organization live beyond their means, drink to excess, or who sport in some other way. It is the one grand thing about the labor movement that there are very few of this kind, and that a few years ago we eliminated the few who were not right and have purged the organization of the few contemptible, petty thieves that we had. They have ruined themselves and the money they stole has burned into their very existence and has destroyed their lives. There may be one or two others in our organization whom

we suspect and we will get them in time. This article is written for the purpose of warning any of those who may now be dipping into the funds of the local union, and we want our members throughout the country to become interested and see to this immediately; that is, find out whether or not your secretary-treasurer is bonded. It is not the loss of the funds that we feel so much when a local union is robbed, but the fact that the confidence of the membership is destroyed. The innocent men who believed in their secretary-treasurer, when they learn that he has trimmed them, lose confidence forever afterward and sometimes cause the destruction of a local union, so if there are any who read this article who are wrong, or who are not bonded, take warning and get right immediately.

NO one outside of a few of our very close labor friends in Washington will ever understand the work that is being done by the labor group in Congress. This work does not always appear in the congressional records, because the inside, so-called private conversations or arguments of members working for labor legislation, the digging up of records and the finding of material for arguments to prove the soundness of the claims of labor, all this work is never shown to the outside world, but this is the work that counts. We will never fully appreciate what some of our friends have done. We should always remember that labor is bound to support its friends, and the men who are fighting for the rights of the workers in Congress; the men who cannot be reached by the money of the trusts and monopolies, represented by Mulhall and his ilk, are the men who are really the emancipators of our people. Congressman Buchanan dropped into the office the other day and I had a long talk with him pertaining to the situation in Washington. It was indeed enlightening and refreshing to talk with him, besides extremely interesting. A man representing the government is not always in a position to talk to everyone. Congressman Buchanan has a way of talking to his friends that makes one feel as though it is good to know him. Of all the men in Congress, he is the one man that labor will never be able to repay for the work he is doing. Serving for years as head of the International Association of Bridge and Structural Iron Workers, he knew the plots, and the plans, and the schemes and treachery pursued by the enemies of labor. He did not go into Congress without an education that has certainly been a benefit to him and to us. The people in his district in Chicago should always remember that he has not only represented the citizens of his district by being beneficial to them, but that he has been one of the greatest factors toward securing helpful legislation for all the working classes of the nation that has ever represented us in a legislative assembly.

While speaking of Congress and congressmen, I happened to meet Ex-Congressman Fowler of Illinois the other day, and knowing something of his record, and talking the matter over with Congressman Buchanan, I learned that Ex-Congressman Fowler has done more toward helping labor legislation than many a man who has carried a union card and has been considered a part of the labor group. Would to heaven that we had more men like Mr. Fowler. Our people do not perhaps understand that the few labor men alone, seventeen or eighteen votes, cannot put through labor measures without the assistance of

others. There are several hundred congressmen in Washington, so you see that it is necessary for labor to have the assistance of members of both parties to help them in voting for the enactment of labor legislation. H. Robert Fowler, Democrat, of Elizabeth, Ill., is one of the men, while not carrying a union card and not known as a union man, has done so much to help labor legislation, and we feel it our duty to mention the fact to our membership in that district and to let them know that he was one of the best workers for labor that we had in Congress. He was born in Polk County, Illinois, graduated from Normal School, Normal, Ill., and the law department of the University of Michigan. He is a lawyer, with a love for personal injury practice, never taking sides with corporations against labor. He served two years in the lower House and four years in the upper House of the Legislature of Illinois. He was elected to the Sixty-second Congress and re-elected to the Sixty-third.

The jitney proposition is occupying the minds of the public in many communities. City governments, in many districts, we are sorry to say, are working hand in hand with the big corporations. There may be abuses, and there may be cause for placing a jitney driver under bonds, and there may be reason for protecting the public, but it is certainly beyond the pale of all reason to call an individual who owns a little car, a common carrier, the same as the Big Four Railroad or some big street car company, and the Governor of New York recently signed a bill making all jitney bus drivers common carriers and placing conditions around them which will be impossible for them to live up to. However, the public will wake up one of these days and resent this kind of encroachment. The public demands the jitney bus. It is the poor man's automobile. Undoubtedly this business is in an unorganized condition at the present time in so far as not having any system in many of the cities, but it will shape itself as time goes on, and the Board of Aldermen, or City Council, or the Mayor, or the Assembly that tries to interfere with what the public wants for itself is going to find it pretty hard to explain their actions. While these drivers should be under the surveillance of certain authorities, and while they should be properly bonded, there is no justice in making the bonds unreasonable and making conditions so bad and fees so high that it will put them out of business. There was many a man last winter who was out of work and could find nothing to do, who borrowed a Ford car, or some other kind of a machine, from his more fortunate brother, and went out on the streets and earned three or four dollars a day for himself and family who otherwise might have starved. The money he earned was mostly taken from the street car company, who could well afford to lose it. There are two sides to this question. There is some justice in it. The five-cent lunch room, which is an established institution in every community, originated from the night lunch wagon which we knew a few years ago. The five-cent picture show house, which is the poor man's theatre, also started in the same way as the jitney bus proposition. Both the five-cent lunch room and five-cent picture show house are absolute necessities in the community today, and no one will deny but what to a certain extent they have been beneficial to the poor man and his family, and the same thing will be said in time to come about the five-cent automobile now in its infancy.

CORRESPONDENCE



GALESBURG, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Enclosed find agreement which has been signed by the coal dealers of this city. We received an advance of two and one-half cents a ton, union rules or closed shop. We worked on the agreement with the coal dealers for over a month and finally got what we asked without calling a strike. We also made an agreement with the building and paving contractors. Our old agreement called for 60 cents per hour, the new one is for 62½ cents. I believe we are receiving the highest wages of any city in Illinois outside of Chicago.

Yours fraternally,

J. M. WICK,

Sec'y-Treas. Local No. 203.

CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Just now there is some discussion going on among the members of the Brotherhood as to the advisability of sending delegates to the coming convention of the Teamsters, Chauffeurs, Stablemen and Helpers, which will take place in October in San Francisco. The call of the convention will, I believe, go out July 20, and will be read at the first meeting in August, and nominations will take place at that time. This is a matter of vital importance to every man who belongs to the union and all should be present at the meetings in August to see that their union votes to send its full quota of delegates and, second, to see that the best material in your local is sent to the convention.

Those who look on the convention as a pleasure trip (if there are any) had better be left at home. Without a question of doubt there will be many scenes and places of interest and considerable pleasure in the trip for those who go, for the country west is so different from the east, but the paramount question of going to the convention is, or should be, what will be done at the convention? Also the laws to be enacted which will govern those who come within its jurisdiction for the next three and perhaps five years, and let me tell you, who will use the argument that it costs too much and that everything will be all right whether you send a delegate or not, that in all probability you are one of those who shout the quickest and loudest because the members do not attend the meetings. You are perfectly right in this, but do not take the same position that you object to the other fellow taking.

Our local expects to send twelve delegates to the coast and twenty to the State Federation, which means about four thousand dollars for delegates this fall for us. Now, I will tell you the reason some of you do not want to send anyone to the coast (and prove it). If the convention was held in your own town you would have some one there. If it was nearby you would send some one, wouldn't you? Which proves that it is only the car fare and expense that decides the question in your minds, and you are making a mistake. What would become of the organization if each one would say, It will be all right if we send no one? When you do that you are riding and dragging your feet. It is your duty

as much as it is ours (and no more) to see that this is the largest convention ever held by the Teamsters, Chauffeurs, Stablemen and Helpers, and with you rests the responsibility and, in my opinion, nothing but lack of funds should prevent your being represented at that convention. If you only have enough money to send a representative, it would not be enough to do you any good in case of trouble, and I say by all means send some one, and in doing so send the best you have. It will pay you from a standpoint of education, and the better we become educated the bigger and better our organizations will be and the more progress we will be able to make.

W. A. NEER,

Secretary Local No. 753.

ST. LOUIS, MO.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—On Thursday, May 13, 1915, the Order of Railway Telegraphers, in convention at the Marquette Hotel, St. Louis, paraded in unfair automobiles. After being notified by the president of the Joint Council, Thomas Coyne, and representatives of Locals No. 405 and 408, and when their attention was called to the matter by the above representatives their excuse was that the union price of \$3 per hour was too high, claiming that they could get unfair automobiles at a lower scale, and when the chairman of the committee on arrangements was approached by our representative he said he was sick and tired of being harassed by the business agent of Local No. 405 and absolutely refused to discuss the matter further.

Fraternally yours,

JAMES T. VAIL,

Secretary Chauffeurs and Carriage Drivers' Local No. 405.

SPRINGFIELD, MASS.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I am writing a few lines to you in regard to the work that has been taken up by the Central Labor Union of Springfield, Mass. All of the locals connected with this body have started a labor forward movement and they have awarded the teamsters the first ten days of this campaign, and we will have open meetings every night this week, and I believe this will increase our membership a great deal. The members of this local have taken an active interest in this movement. I also think we will be able to make this one of the best locals in this city. Our members are beginning to realize that what we want is members in this local before we present any wage scale. I have talked along these lines for some time and now they see into it. I have had quite a few talks with our employers of late, and they all seemed to think that we were going to jump in for things that were unreasonable, according to some of the talk that was going on, and they started to fight against our local; then we started to put them on our unfair list. That move made them think that there was an organization here that meant business. We have won in every case where we have taken this action. We just this morning settled with the biggest truckman in this city, and he stated that he would have every man working for him wearing the button within two weeks. I am trying to get the employers to recognize our union this year. On account of this being a dull year and no scale agreement in regard to wages, I think that would be a big victory for this local because so far everything is slow in picking up and there are a great many men loafing in almost every trade in the city.

There is one thing that I think would help our International, and that is to have a sick and death benefit established in our International. I think that would be a good drawing card for us, and if all of our locals would agree to a higher per capita tax I, for one, would say that this would be a good move.

With best wishes for our locals throughout the country, I am

Fraternally yours,

WM. J. T. WRIGHT,

L. U. No. 181.

MINNEAPOLIS, MINN.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I remember reading something about hiding one's candle beneath a bushel basket, and that is certainly what Local No. 471 of Minneapolis has done, and we regret it very much now, owing to the fact that Local No. 471, Milk Wagon Drivers, got two weeks' vacation for their membership eight months before our Chicago brothers started on their honeymoon trip. I congratulate our Chicago brothers on their victory and will admit that it will take us some years before we get wages and conditions already granted our Chicago brothers, but in the three short years that we have been organized we have accomplished enough to show what organization can get for the workers. Three years ago \$55 per month was the wages paid the milk wagon drivers in Minneapolis, but today \$65 is the minimum for the first six months and \$70 after that with a commission. Our membership are drawing wages from \$65 to \$90 per month, according to our scale. We are a young organization and have much to learn, but we are learning. We got a few lessons from Brother Briggs last winter.

EDWARD SOLEM,
Business Agent L. U. 471.

TERRE HAUTE, IND.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—As we have had nothing in the Journal for some time, I wish to say that at our meeting held June 9, which was the first meeting that Local No. 144 held at Trades Council Hall, a banquet took place, at which 100 members of the local were present. I also desire to advise you that we were successful in having all contracts signed for the coming year without any difficulty, and the local is getting along nicely.

Fraternally yours,

JACOB REDER,

Secretary Local No. 144.

CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—This subject may not appear to be intellectual or interesting, but has been under my consideration for a long time.

Safety first is only assured by a brother's determination and action of paying dues and assessments promptly to the organization of which he is a part.

I believe the least a trade unionist can do is to pay dues regularly for that is what he agrees to do when he takes his obligation and he thereby protects his own interest and benefits.

It is folly not to protect yourself as it is certainly more than carelessness to neglect your dues, and what good are the laws of an organization if you do not abide by them. You have agreed to an obligation to do your part of the contract, and unless you perform your duty how can you expect the privilege of benefits, or trust of justice when you are at fault.

The fact is, a failure on your part to meet the obligation is definite notice that you sever your relations with the organization. You choose not to pay your dues for

certain reasons, and therefore should not expect benefits or favors conferred by the organization. If forms of regulations are instituted, one must comply with them, otherwise, there would not be much life and no foundation to that local organization.

If a member expects benefits from an organization he must comply with their laws. As stating a supreme court decision on insurance a member must confine himself to the rules and order of that organization. There can be no two opinions as to the fairness of that question. Something for nothing is hard to get. Love and kindness are never wasted even when our object appears ungrateful.

First, we organize against unfair conditions, low wages, long hours and freedom of redress. After the hardships of co-operation come benefits. We advocate information and reformation and also want recreation. We organize a body of workers into a local union to be strong. As individuals strong men have vanished behind the clouds. But we have leaders who are strong men, strong through the power of organization. Let's help them.

My attention and interest comes as a climax to four deaths with which I have just recently come in contact, and all were behind in their dues and three did not carry any insurance.

Hoping and wishing the membership of our organization will wake up to that fact, I remain,

Yours fraternally,

FRED C. DAHMS,
Local No. 753.

DON'T WORRY

Learn not to worry, not to be depressed, and you will be surprised how much younger you will look. Contentment will help every one to be better in health, and, therefore,

to be better looking. Of course, this is a rule which one finds most difficult to follow, for few people in this world are without worries and anxieties of some kind. But the thing to remember is that we must not brood over our troubles. Have you ever noticed that those who really have had hard knocks in life and have the most to bear in the way of physical or mental suffering, are often the most cheerful and the most plucky? It is the unhealthy, morbid brooding over petty disappointments, difficulties, or small illnesses, that injures us most. Some people get into the habit of worry, and in so doing spoil the lives of those around them, and warp their own. By constant worry the power of self-control is lost. The ability to be cheerful, courageous, and sometimes even interesting, is gradually undermined. Eventually this affects the healthy; the appetite is banished and the digestion and probably the heart affected. The unhappiness shows in the face. Lines appear between the eyes; the eyes look dull and the skin unhealthy and probably wrinkled. Worry sucks the vitality from not only the one who give into it, but from all who are near. Learn, therefore, to face life bravely and above all don't make trouble out of small imaginary ills. Let each day take care of itself if possible. Be optimistic and cheerful, and you will keep young in looks and spirits.

Almost anyone can find fault, criticize, denounce. To beat a horse, to kick a dog, an idiot can do this. To see the good and commend it; to make all living things around you consciously or unconsciously glad because you are alive—this demands something in a man akin to genius.

The employer usually makes the statement that he would be willing to pay more wages to Tom, and Dick, and Harry, but that he believes that John, and Joe, and Mike are not worth the money. Our answer to him is, that he can pay all he desires to pay over the scale that we are asking, but that any man who is trying to live under our American method of living, which we believe is the most humane of any country in the world, we believe that he should have and is entitled to that which we are asking for him, if he is fit to drive a wagon or operate a machine for you. Of course, all men are not equal. Some are better than others. Some are strong and hearty, while some have spent the best years of their lives in the service, but they must live just the same, now that they are getting old, and we must protect them. The employer takes his average from the top-notch worker and he expects all men to be as good as this No. 1 man of his. This is impossible and unreasonable, and we do not intend to make it a basis for settlement when discussing wages and hours.

Stick to one job if you can. Running around from place to place gets you nothing. You know the old saying, "A rolling stone gathers no moss," and again about moving: "Three removes is as bad as a fire."

Official Magazine
OF THE
INTERNATIONAL BROTHERHOOD
of TEAMSTERS, CHAUFFEURS,
STABLEMEN *and* HELPERS
OF AMERICA

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OF

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All orders should be sent through the Secretary of the Local Union

THOMAS L. HUGHES, Secretary
222 East Michigan Street Indianapolis, Indiana